



Lake County

JSEC Insider

Getting Millennials to Engage by Robert W. Wendover

What's happened to the work ethic?

Millennials need three things when they come to work: Direction, structure, and stimulation. If you provide these three, you and they will get along just fine.

Direction: Critical thinking, without the aid of menu driven devices, does not appear to be a strong suit for many of these people. Give them the opportunity to dance their fingers on a keyboard and they will do it better than anyone over 40. But when it comes to so-called common sense decisions, be more specific in your direction. Rather than simply saying, "clean up the stockroom," list for them exactly what steps they should complete.

Structure: Break tasks into smaller bites and keep a list of them handy for assignment when Millennial workers have completed what they're doing. Develop a standing list of on-going tasks for which everyone is responsible when other projects have been completed.

Stimulation: This group multi-channels and multi-tasks 24/7/365. There is no way you and your job can compete with the rest of their lives. So don't even try. Get past your idea of how work should be done and allow them some freedom to work the way they are used to. Rethink the parameters that you have in your head about the right and wrong ways to get a job done. Finally, delegate more than one project at a time and let them bounce back and forth between assignments. They're used to multi-tasking rather than working sequentially. All of this requires a bit of trial and error, but the result will be engaged, productive young workers.

See the complete article @ www.gentrends.com

Montana 2008 Minimum Wage

Pursuant to Initiative 151, the **Montana minimum wage will increase to \$6.25 effective January 1, 2008**. Initiative 151 requires an adjustment to the minimum wage to be calculated no later than September 30 of each year based upon any increase in the U.S. City Average Consumer Price Index for All Urban Consumers for All Items ("CPI") from August of the preceding year to August of the year in which the calculation is made. This amount is to be rounded to the nearest five cents. The current 2007 minimum wage rate is \$6.15. Based on an increase in the CPI of 1.97% from August, 2006 to August, 2007, the calculation used for determining the minimum wage rate for 2008 is as follows:

$$\$6.15 \times .0197 = \$0.1211, \text{ rounded to } \$0.10$$

The initiative also states the minimum wage to be the greater of the federal or current state minimum wage. **Effective July 24, 2008, the minimum wage will increase to \$6.55 per hour**, based on the federal minimum wage increase.

Overtime

An issue that has been at the forefront this past quarter has been the payment of overtime wages. The law is one of the most straightforward wage and hour concepts in that it is only one sentence, and it is very clear in its definition stating, "At least 1½ times your regular rate of pay for all hours worked over 40 in a workweek." Overtime can not be "banked" and then paid out as wages at a later date and a lesser rate, nor can it be used as a means of earning vacation pay. These are wages that are best managed as due and payable at the time and rate earned. If you have any further questions, please call the Wage and Hour Unit at (406)444-5600 or visit www.mtwagehourbopa.com

Labor Shortage

The August 2007 "Montana Economy at a Glance" publication for the Research & Analysis Bureau was dedicated to the coming labor shortage. In it the author addresses five potential sources of untapped labor pools: older workers, high school drop outs, American Indians, expatriates, and legal migrants. Each group is targeted as a labor pool with its own unique challenges and expectations, yet each group exists as a viable solution to our expanding economy. See www.ourfactsyourfuture.org for the complete story.



Mission Valley One Stop Workforce Center
Lake County Job Service
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New Mission Valley One Stop Workforce Center Manager

A native of Western Montana, Debra Krantz worked in the non-profit sector for over 20 years. She came to the Lake County Job Service in September 1999, serving first as a Case Manager for the TANF Diversion program. She then took on the position as Programs Supervisor in 2001. In this capacity she worked with all four Job Service offices in Northwest Montana, including Polson, Thompson Falls, Libby and Kalispell. This provided the opportunity for a wide variety of experience with Workforce Investment Act programs, Trade Adjustment Assistance, Temporary Assistance for Needy Families, and National Emergency Grants. Additionally, it was a good immersion in regional operations, management and oversight, and a broad interaction with the Workforce and Economic Development that is happening in Western Montana.

The Workforce Services Division of the Montana Department of Labor implemented a new regional reorganization this summer. Western Montana is now designated as Region 1, with Pat Hulla as our Regional Director. Region 1 includes the Bitterroot Valley, the Missoula Area, the Mission Valley, the Flathead Valley and Lincoln, Mineral and Sanders Counties. This reorganization helps the Workforce Centers share information and best practices more efficiently, as well as draw on expertise and resources throughout the region. On a local level, the Job Service office now carries the additional designation as the Mission Valley One Stop Workforce Center. While we will always be the "Job Service", we now are officially certified as the One Stop operator in this area. The One Stop concept embraces co-location and/or "hotelling" of partners, a no-wrong-door approach to services, closer networking with other service providers, and the ability to ensure that business and job seeker customers have ready access to the services they need. We will continue to work hard to provide excellent services to our customers, and to progressively identify and help to meet the needs of employers throughout the region.



THANK YOU!!

Special thanks goes out to First Interstate Bank of Polson for providing the afternoon snacks & drinks at the ABC Clinic; Ronan Telephone Company for providing the pens and Lake County Chemical Dependency for the use of their conference room.

JSEC Representatives

Marilyn Becker, JSEC Chair
Todd Erickson, Coordinator 883.7885
Patti Patterson, Co-Coordinator 883.7883

Workforce Training Grant Program

Grants are available to businesses that provide education or skills-based training, through eligible training providers from the MT Dept of Labor & Industry eligible training provider list, for employees in new jobs. For more information contact Mission Valley One Stop Workforce Center @ 406.883.7880

Upcoming Events:

March 4th, 2008 ~ Job Fair, Sponsored by Salish & Kootenai College & Lake County JSEC

March 12th, 2008 ~ Polson High School Workplace Readiness Forum

Customer Service Presentation by Steve Beck; www.beckseminars.com
date to be announced.